



Candidate Information

Candidate : Sample Candidate

Email : candidate_email@mail.com

Assessment Profile:

Project Name: Business Analyst - Professional + 7.0

Completion Date: 01-15-2019

Disclaimer :

Information enclosed on these pages is confidential in nature and is intended only for the person(s) to whom it pertains or other authorized individuals. You must not rely on the information in the report as an alternative to certain advice from an appropriately qualified professional. If you have any specific questions about any specific matter you should consult an appropriately qualified professional.

Professional + 7.0

Instructions

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. Please note that the assessment components included in this solution report are not weighted equally. Some of the components are broad measures of behavior and some are more narrow. Competencies denoted by an asterisk (*) are measures of narrow behaviors. While these behaviors are important to the overall score, they are not weighted as heavily when compared to other components in this solution. Our research indicates this weighting best predicts job performance. If you would like more information about this report (including scoring) or other products that SHL offers, please contact your account representative.

Overall Score



Percentile

77

Recommended

Details

Professional Potential

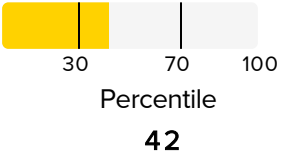
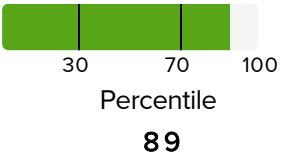
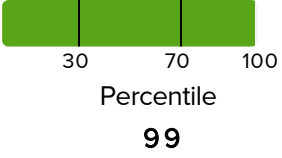
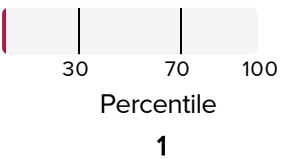
This is a measure of the tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

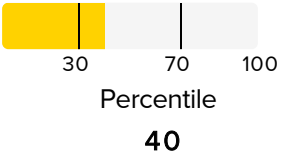
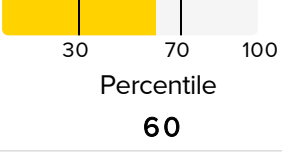
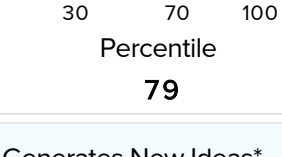
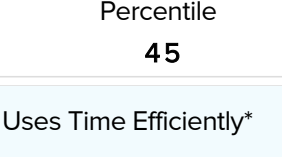
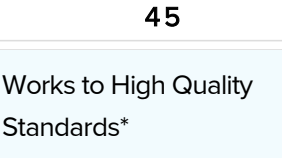
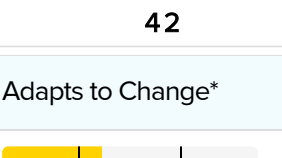
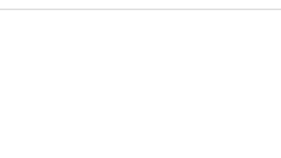


Percentile

95

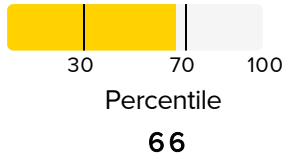
This candidate's response profile concerning past achievements, social orientation, and work orientation is highly similar to the profiles of highly effective professionals. The good match between the profiles suggests that this candidate is likely to be successful in a professional position.

<p>Achievement</p>	<p>This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.</p>
 <p>30 70 100 Percentile 42</p>	<p>The candidate is likely to accept moderately challenging goals, but is less likely to take on aggressive projects without specific prodding. The candidate may persist for a time in working through obstacles, but may tend to give up in the face of significant challenges. The candidate shows an average level of competitiveness and a moderate intensity in his/her work.</p>
<p>Willingness to Learn</p>	<p>This component measures the tendency to learn from experience. This trait is characterized by: being open to new experiences, seeking both positive and negative feedback, looking back on past experiences and considering alternate courses of action, and finding patterns and order in complex information.</p>
 <p>30 70 100 Percentile 89</p>	<p>The candidate is likely to seek out novel tasks and experiences and be receptive to change. The candidate is likely to seek out both positive and negative performance feedback, viewing all feedback as an opportunity to improve. The candidate is likely to spend time reflecting on past experiences and consider how different actions could have resulted in different outcomes, resulting in fewer repeated mistakes. The candidate shows an above average ability to identify patterns in complex information and is likely to identify situations where past successes apply.</p>
<p>Responsibility</p>	<p>This component measures the tendency of a person's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.</p>
 <p>30 70 100 Percentile 99</p>	<p>This candidate is likely to approach work in an orderly and efficient manner. The candidate is motivated to fulfill his/her obligations and will take responsibility for his/her actions without hesitation. When working on challenging or even mundane tasks, the candidate will apply a consistent level of effort following a well-planned and purposeful approach to his/her work.</p>
<p>Deductive Reasoning</p>	<p>This assessment measures the ability to draw logical conclusions based on information provided and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.</p> <p>This report provides information regarding an individual's ability to use sound logic to solve problems, produce solutions when information is limited, and utilize data effectively.</p>
 <p>30 70 100 Percentile 1</p>	<p>This individual demonstrates a below average level of deductive reasoning ability compared to others in similar job levels. This person may be able to work with simple logical arguments, but may experience difficulty in identifying assumptions in more complex arguments. This individual's level of deductive reasoning may impact his/her ability to use sound logic and draw reasonable conclusions based on available information. At work, this individual is likely to take longer than most others to solve problems and will have more difficulty identifying the amount of information necessary to draw conclusions. Others with higher levels of deductive reasoning ability may be able to form solid arguments more effectively, utilize data accurately, and develop logical solutions to problems. He/she may have flaws in his/her logic.</p>

<p>Maintains Good Working Relationships*</p>	<p>This measures the extent to which the candidate puts effort into developing good relationships with others.</p>
 <p>30 70 100 Percentile 40</p>	<p>This candidate is likely to put effort into developing good work relationships and act in ways that will strengthen work relationships.</p>
<p>Analyzes Information*</p>	<p>This measures the extent to which the candidate identifies key factors and integrates information to understand data or situations.</p>
 <p>30 70 100 Percentile 60</p>	<p>This candidate is likely to be willing to work on tasks that involve analyzing, integrating information and identifying solutions.</p>
<p>Learns Quickly*</p>	<p>This measures the extent to which the candidate picks up new information and techniques easily.</p>
 <p>30 70 100 Percentile 79</p>	<p>This candidate is likely to easily understand new concepts and techniques and absorb and assimilate new information and facts.</p>
<p>Generates New Ideas*</p>	<p>This measures the extent to which the candidate creates innovative approaches.</p>
 <p>30 70 100 Percentile 45</p>	<p>This candidate is likely to suggest some novel and imaginative ideas when presented the opportunity to do so.</p>
<p>Uses Time Efficiently*</p>	<p>This measures the extent to which the candidate manages own time and delivers work on schedule.</p>
 <p>30 70 100 Percentile 45</p>	<p>This candidate is likely to work quickly and efficiently and can be relied upon to complete projects on time.</p>
<p>Works to High Quality Standards*</p>	<p>This measures the extent to which the candidate completes every task with a high degree of quality.</p>
 <p>30 70 100 Percentile 42</p>	<p>This candidate is likely to complete tasks with a high degree of quality.</p>
<p>Adapts to Change*</p>	<p>This measures the extent to which the candidate accepts and adapts to changes without difficulty.</p>
 <p>30 70 100 Percentile 39</p>	<p>This candidate is more likely to adapt their approach in light of changing demands; however, they may show some resistance to large or more frequent changes.</p>

Copes with Uncertainty*

This measures the extent to which the candidate is productive when roles and situations are not clearly defined.



This candidate is likely to remain productive when faced with ambiguity in their role.